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Code of Conduct

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Introducing Our Code of Conduct

The Code of Conduct (hereinafter also referred to as the “Code”) is a fundamental document describing the principles of ethical conduct of employees of BioVendor - Laboratorní medicína s.r.o., BioVendor MDx a.s., BioVendor Slovakia s.r.o., BioVendor LLC, DIAsource ImmunoAssays S.A., TestLine Clinical Diagnostics s.r.o., and ViennaLab Diagnostics GmbH.

In accordance with the “One BioVendor” principle, these companies are hereinafter collectively referred to in this document as “BioVendor”. This approach reflects our organizational structure and management model, which connects the individual companies into one integrated entity. Both externally and internally, we operate as a single company sharing common values, principles, and standards of conduct defined by this Code.

The Code's objective is to stipulate a uniform understanding of expression of our shared values in our everyday work life.

The Code expresses our commitment to ethical behaviour concerning our colleagues, partners, customers, and society in a broader sense.

We understand how the Code relates to our work and decisions. And we are committed to follow it on an everyday basis.

Each of us may get into a situation where it is difficult to find the correct procedure. The Code of Conduct provides support and guidelines on what to do in such a situation.

Our company, being a member of the Czech Association of In Vitro Diagnostic Medical Devices Manufacturers and Suppliers, follows the Code of Conduct of Czech Association of In Vitro Diagnostic Devices Manufacturers and Suppliers, CZEDMA, as well, which is based on the Code of Conduct of the European Diagnostic Manufacturers Association (EDMA).

We Are BioVendor

We believe in values being formed during the entire existence of the Company. We value the uniqueness of everyone, we support creative freedom. We strive to find ways to fulfil the vision of available and reliable laboratory diagnostics because people are the central point of everything we do.

Our Vision

To be the trusted innovator in specialty clinical diagnostics, transforming patient needs into advanced solutions for better care and more effective healthcare systems.

Our Mission

We continuously search for new ways to provide available and quality diagnostic tools to the widest possible range of users. We support scientific research and we put its results into practice.

Our Strategies

We develop, manufacture, and distribute diagnostic tools. We educate laboratory professionals and provide maximum support to them.

Our Values



FOCUS ON PEOPLE

Innovative products, customer service, and corporate culture – everything we do, we do in the interest of people.



DESIRE FOR DISCOVERIES

Innovations and overcoming challenges are the basis of our success and the reason why we do our work with joy.



PRIDE

Company, field, region – three things we change for the better every day. And the three things, we are justly proud of.



Good Reputation of BioVendor

In our everyday actions and decision-making, we stick to BioVendor values as it is the basis of our long-term success.

We operate in many countries throughout the world and we come from nations of varied cultures and beliefs. We are aware of the impact of our acts and decisions and we respect that we are subject to laws, regulations and other requirements which differ in the respective countries.

The reputation of BioVendor and its products and services is one of our biggest assets. We are responsible for its creation, improvement, and protection. Each of us is personally responsible for any opinions and content spread within and outside the Company, including during our free-time activities. Continuous building of a good reputation of BioVendor is our joint task and the task of every one of us.

Focus on People

We create a professional and positive working environment with a friendly atmosphere. We emphasize fairness, mutual trust and help, respect, and observance of moral values and principles contained herein.

We always act transparently and fairly so as not to mislead anyone. We provide only true and accurate information.

We create environment of equal opportunities according to knowledge and abilities supporting both personal and professional development of our employees.

We undertake to follow sustainability principles and we observe regulations concerning safety and protection of health at work and environmental protection. We create working conditions and an environment that allows safe work.

Managers and leaders are obliged to lead by example in the observance of the Code; they are role models for their moral and ethical values. They shall always support and encourage the ethical conduct of employees. They shall help in ensuring that the employees understand their liability to observe the Code and they shall create the environment allowing the employees ask questions and express worries without fear of retaliation.

We observe human rights and fundamental freedoms as defined in the UN Universal Declaration of Human Rights; similarly, we observe the provisions of the International Covenant on Civil and Political Rights related to the Declaration.

Further, we respect the provisions of the International Labour Organization Convention (Employment and Occupation).



Relationships with Partners and Customers

Innovative products, customer service, and corporate culture - everything we do, we do in the interest of people. Every day, we have the opportunity to improve lives of people and it is our obligation to contribute to this goal.

Health professionals, in addition to laboratory professionals, must use their independent judgement to decide on the best procedures in the care for their patients based on their education and expert knowledge.

For their mission, we undertake to provide them with timely and accurate information that may help them

in their decision-making and care for the patients. We find out the needs of our customers; together, we look for optimum solutions, we perform their requirements in a fast and reliable manner.

The comprehensiveness of information and services provided allows correct and safe use of our products in the area of IVD medical devices.

We take actions to prevent illegal and unsuitable working conditions and cruel or inhumane treatment concerning our business activities.

Our Products and Services

To our customers, we offer the top level of quality in all aspects of our activities; from the raw material purchasing, manufacturing, and delivery of products up to subsequent customer support. Our commitment to the health and safety of people using our products are always first and foremost in everything we do.

When promoting our products and services, we provide information complying with scientific evidence and approved procedures and requirements in the countries in which we operate.

Our activities comply with licences and authorizations obtained by us from notified bodies and/or government authorities.

We undertake to timely identify, assess, and address safety issues concerning our products. We provide information to the health professionals and institutions necessary for the safe and efficient use of our products. In the case of safety-related doubts, we communicate with regulatory authorities.

Innovations

We focus on innovations of products and services that positively change lives.

Our effort in bringing innovations poses certain risks. We always take action to prevent or limit the risks, consider possible consequences, and plan adequately.

When conducting clinical research, we undertake to treat the study participants with dignity and respect and protect them from unnecessary risk.

We respect and support transparency in scientific research and the sharing of information. We believe transparency is the key to trust and success in the scientific community.

We undertake to make available results of research concerning our products, be it positive or negative ones.

Sustainable Development

We understand that current approach based on uncontrolled economic growth has negative impacts on the environment and our planet. We are aware that most natural resources are limited and their excessive exploitation damages ecosystems.

Therefore, we undertake to reduce negative aspects of economic growth; we wish to actively contribute to sustainable development with our actions and

decisions. Further, we undertake to minimize our environmental impact starting with responsible sourcing up to manufacturing, distribution, and use of our products. We take action to reduce energy consumption and exploitation of other natural resources. We support projects generating energy from renewable resources. We observe environmental laws and regulations applicable to our field of business.



Social Responsibility

We are aware of our role and responsibility concerning society and the community where we perform our activities. We believe that the business is obliged to contribute to the overall societal well-being. Therefore, we take the following specific actions:

- in the regions of our direct operation, we take an active part in the development of innovative potential.
- we create valuable jobs.
- we take part in the education of secondary school and university students including internships.
- we cooperate with universities in research projects.
- we establish partner relationships with nonprofit organizations and local institutions to make a positive social impact.
- we take part in volunteering and charity events to help those in need.
- we observe all statutory regulations concerning employees' rights and employer relationships.
- we create fair and equal working conditions for all employees irrespective of gender, race, denomination, sexual orientation and/or any other characteristic.
- we create an inclusive environment reflecting a variety of talents and perspectives irrespective of gender; in the long run, we seek gender balance in work-life balance of employees, gender balance in management and decision-making, gender balance in recruitment and career advancement and we do not tolerate gender-based behaviour incompatible with social standards.
- we support the development and growth of our employees through education, training, and professional development.

Code of Conduct in Practice



We, the People in BioVendor

- during our activities, we observe laws, statutory and internal regulations, safety rules, and standards, including the Code of Conduct.
- we perform our work to the best of our knowledge and abilities, with a maximum level of expertise, decency, and helpfulness always willing to cooperate and help.
- we maintain mutually correct and decent relations. We support cooperation and we take part in creating an atmosphere of trust. We address any possible disputes calmly and matter-of-factly.
- in managerial and leading positions, we emphasize an equal approach towards all team members focusing mainly on the results and quality of the work performed during their recruitment, assessment, and development. We allow further development to make the work more efficient; we support the use of gained skills and knowledge in practice. We are responsible for the full inclusion of our team members in the work teams. We are role models for our team members not only in complying with the Code of Conduct.

We Want Fair Competition Free from Conflict of Interest

We undertake to observe laws concerning competition in all countries of our operation.

We carry on our business in an ethical and fair manner and we strive to fulfil our mission and formal and informal obligations in all aspects of our work.

Our business decisions are based on the needs of BioVendor, not on possible personal profit or interests of family and/or friends.

We avoid situations that may result in a real conflict of interest or give the impression of a conflict of interest.

Examples may include inappropriate gifts or hospitality, family or personal relationships, or external activities that could influence objective business decisions.

We Protect Our Property

BioVendor assets, whether the physical ones like, for example, vehicles and computer equipment, or the intellectual property, like, for example, trade secrets

and know-how, are protected and used with due care; thus, we ensure their efficient and correct use.

We perform our duties to avoid damage to the health and property of BioVendor, third parties and/or the environment.

In the case of imminent danger of damage, we try to avert it. If it is not possible, we inform those who may avert the damage or mitigate it.

We always inform our employer about the risk of possible damage. Should we find out damage incurred by our employer, we report the damage to the employer without undue delay.

We are obliged to protect confidential information and trade secrets and prevent their unauthorized disclosure and/or use. We acknowledge that confidential information may not be shared with the competition. At the same time, we respect the intellectual property



rights of others and we will not obtain improperly nor misuse the confidential information of third parties.

We do not abuse our position, items or equipment of our employer, our time at work, or information we learn during our work for our private interests or third-party interests including after termination of our employment.

We Respect Privacy

We respect the privacy of people sharing their data with us. We do not sell personal data and we do not acquire personal data from unauthorized sources.

Those of us who process personal or sensitive data during our work are required to handle such data in compliance with applicable data protection laws and regulations, including the General Data Protection Regulation (GDPR).

We are obliged to protect personal data and treat them in the regime of confidential information. We are not authorized to transfer the personal data to third parties. We are obliged to report any breach in handling personal data or their leak to the employer without undue delay.



We Follow the Rules

Our bookkeeping, internal records and documentation, and public announcements shall accurately reflect the substance and facts. Our financial records shall comply with applicable accounting standards, laws, and regulations, as well as internal policies and procedures.

We Fight Corruption

We actively fight fraud, bribery, and corruption. We never offer or provide anything which would directly or indirectly favour any party to gain business advantage. We apply a zero-tolerance approach to fraud, bribery, and corruption.



Behaviour Violating the Code of Conduct

Any breach of the Code would not be tolerated and may be considered as a serious breach of work responsibilities or work discipline.

Especially serious breach of the Code shall mean any manifestations of discrimination and any

manifestations of violence (both physical and verbal).

Such breaches may result in disciplinary action, termination of employment, and/or termination of cooperation.

Reporting a Breach of the Code of Conduct

If we witness any situation concerning discrimination and unequal treatment, violence, threats, bullying or intimidation, we may help to protect our colleagues by immediately reporting the incident to our direct superior or the HR department (hr@biovendor.group).

For the reporting of a serious breach showing the signs of an unlawful action (signs of a crime or an offence under penalty stipulated by law whose maximum limit is at CZK 100,000, at least, or violating the law or other statutory regulation or an EU regulation governing the areas stipulated by law),

we establish the Internal Reporting System in BioVendor (oznameni@biovendor.cz, +420 607 337 667) which protects the identity of the reporting person through the use of secured channels. This system is intended exclusively for reporting possible illegal actions.

Every report of a potential breach of the Code will be taken seriously and adequately investigated; subsequently, corrective and preventive actions will be taken.

Any form of retaliation against a person reporting concerns in good faith is strictly prohibited.



Brno, June 1, 2026
Michal Kostka, CEO

